

2025 RELEASE INFORMATION

# Milliman Compensation & Benefit Surveys

Pay, benefits, and trend data to monitor your costs and maintain your competitive position.

## 1. Browse offerings

Explore survey details such as key dates, prices, number of jobs, number of organizations, and more.

## 2. Order now, online or by mail

Use the 2025 Participant Order Form to sign up, participate, and save as a participant.

Use the Results Order Form for 2024 results.



# Milliman Compensation & Benefit Surveys

	Survey name & description	Edition	Data collection Begins	Data Effective Date	Last Day Data Accepted	Approx. Publication Date	Most recent # of jobs	# of orgs	Company Size	Participant price		
										Early	Regular	Non-PPT Price
General	<b>Northwest Executive Compensation</b> Executive pay practices among various organizations, industries (AK, ID, OR, WA)	40th	July	Aug.	Sept. 26	Nov.	20 Top Positions	283		\$695	-\$770	\$1,390
	<b>Northwest Management &amp; Professional*†</b> Management, supervisory, professional positions (ID, OR, WA)	42nd	April 24	May	July 11	Late Aug. Trend Update: Oct.*	236	162		\$1,095*†	-\$1,170*†	\$2,190*†
	<b>Northwest Engineering / Scientific/ Project Management</b> Engineering, scientific, project management positions (AK, ID, OR, WA)	10th	May 8	May	Aug 15	Early Oct.	249 plus roll-ups	132	<25 total FTE: 25-200 total FTE: 200+ total FTE:	\$395 \$695 \$995	-\$470 -\$770 -\$1,070	\$790 \$1,390 \$1,990
	<b>Northwest Technology Compensation</b> In association with Applied HR Strategies, TAO (AK, ID, OR, WA)	34th	June 5	June	Aug. 29	Late Sept.	244	71	<11 total FTE: 11-24 total FTE: 25-200 total FTE: 200+ total FTE:	\$295 \$395 \$695 \$995	-\$370 -\$470 -\$770 -\$1,070	\$590 \$790 \$1,390 \$1,990
	<b>Northwest Benefits</b> Major benefit plan features, values (AK, ID, OR, WA)	19th	Jan. 23	Jan.	March 28	Mid June	N/A	112		\$1,095	-\$1,170	\$2,190
Regional	<b>Alaska Compensation*</b> Nonexempt through management, professional positions (Anchorage, Fairbanks, SE, Northern)	35th	May 8	June	July 18	Late Aug Trend Update: Oct.*	227	49		\$895*	-\$970*	\$1,790*
	<b>Inland Northwest Compensation</b> Nonexempt, selected exempt positions (Inland NW)	39th	June 5	June	Aug 29	Sept.	207	41		\$795	-\$870	\$1,590
	<b>Portland Area Compensation (PACS)*</b> Nonexempt, selected exempt positions (Portland Metropolitan Area)	43rd	Jan. 2	Jan.	March 7	Mid April Trend Update: Sept.*	211	78		\$895*	-\$970*	\$1,790*
	<b>Puget Sound Area Compensation*†</b> Nonexempt, selected exempt positions (King, Pierce/Kitsap, Snohomish Counties)	44th	March 13	April	May 23	Late June Trend Update: Oct.*	207	90		\$895*†	-\$970*†	\$1,790*†
Industry	<b>Northwest Financial Industry</b> In association with IBA, OBA, WBA, NWCUA (AK, ID, OR, WA)	47th	April 29	May	June 27	Early Aug.	213	68	<50 FTE: 50-100 FTE: 100+ FTE:	\$495 \$695 \$895	-\$570 -\$770 -\$970	\$990 \$1,390 \$1,790
	<b>Northwest Healthcare Compensation</b> Hospital, homecare, clinic positions (AK, ID, OR, WA)	33rd	Jan. 9	Jan.	March 14	Mid May	324	162	<150 FTE: 150+ FTE:	\$695 \$1,195	-\$770 -\$1,270	\$1,390 \$2,390
	<b>Northwest Healthcare Executive Compensation§</b> Healthcare executive, top management positions (AK, ID, OR, WA)	21st	Jan. 9	Jan.	March 14	Mid May	27	105		\$595 or \$495§	-\$670 or -\$570§	\$1,190
	<b>Oregon Public Employers</b> Industry-specific positions within public sector employers (Statewide)	22nd	Nov. 21, 2024	Nov. 2024	Dec. 27, 2024	Mid Feb.	198	45	<150 FTE: 150-250 FTE: 250+ FTE:	\$395 \$595 \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590
	<b>Washington Public Employers</b> Industry-specific positions within public sector employers (Statewide)	20th	Feb. 6	Feb.	April 11	Mid June	199	45	<150 FTE: 150-250 FTE: 250+ FTE:	\$395 \$595 \$795	-\$470 -\$670 -\$870	\$790 \$1,190 \$1,590
	<b>Northwest Utilities Salary &amp; Wage</b> Industry-specific positions within Utility employers (Northwest Region)	34th	May 15	June	Aug. 8	Mid Sept.	150	83		\$695	-\$770	\$1,390

For more information on each survey (job list, participant list, etc.) or to order, visit: [salariesurveys.milliman.com](https://salariesurveys.milliman.com)

\* Trend update included in price

† Summary report available for \$395 for participants with < 150 FTE in local area (\$595 for non-participants)

Questions? Contact [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

§ Additional discount available if also participating in Northwest Healthcare Compensation Survey



## WHY MILLIMAN

# Stay competitive in a dynamic labor market

Changing market conditions and the heightened focus on pay equity and pay transparency are increasing the need for timely, accurate, and credible market data. Milliman's compensation & benefits surveys allow you to (1) make informed pay decisions, (2) tailor your jobs to your recruiting markets, and (3) defend your current pay practices. With our interactive survey results you can breakout the data by industry, geography, organization size, etc., or create your own peer groups.

### OUR METHODOLOGY

Milliman surveys are antitrust compliant:

- A required minimum sample size on any data breakout maintains confidentiality
- Results are released at least three months after the effective date of data
- No individual employer represents more than 25% of the weighted data
- All data compiled directly from HR departments and thoroughly reviewed for errors and omissions

### OUR REPORTS

- Customizable breakouts
- Online & interactive
- Includes data on base salaries, incentives, total cash, salary ranges, trends, and more
- Includes Excel, CSV, and PDF formats

### WHAT CLIENTS SAY

"... **an excellent source of compensation data**, allowing us to accurately assess the markets in which we compete for talent."

—Senior Manager, Compensation  
Major manufacturing organization

"Milliman is **one source I never want to short**. I depend on you too much—90% of [our] data needs comes from your surveys!"

—Compensation Consultant  
Northwest healthcare organization

## Milliman surveys are:

### Trusted

Over 35 years of experience conducting reliable & compliant surveys featuring employer provided data.

### Objective

Independent third-party, with data compiled directly from Human Resources.

### Comprehensive

Data represents employers of all sizes and industries including for-profits & non-profits, public & private sectors.

### Cost-effective

Custom surveys by other providers are expensive. Milliman surveys offer granularity and specificity, at cost-effective prices.

## To learn more

Visit us at [salariesurveys.milliman.com](https://salariesurveys.milliman.com). Go online to view the list of participants and number of jobs, titles, and job descriptions for each survey.

### KEY CONTACT



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[lauren.busey@milliman.com](mailto:lauren.busey@milliman.com)

### GENERAL INQUIRIES

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[salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

# 2024 Results Order Form

**Purchase complete results as a non-participant**

Need 2025 survey results? Those who participate in 2025 surveys (sign-up & submit data) save up to 50% on 2025 data results.

Order online at [salariesurveys.milliman.com](https://salariesurveys.milliman.com)

Current as of September 2024 pricing subject to change

	Survey	Edition	Non-Participant Price	Order
General	Northwest Executive Compensation	39th	\$1,190	
	Northwest Management & Professional*†	41st	\$2,190*†	
	Northwest Engineering / Scientific/ Project Management	9th	\$790 - \$1,990	
	Northwest Technology Compensation	33rd	\$590 - \$1,990	
	Northwest Benefits	18th	\$2,190	
Regional	Alaska Compensation*	34th	\$1,790*	
	Inland Northwest Compensation	38th	\$1,590	
	Portland Area Compensation (PACS)*	42nd	\$1,790*	
	Puget Sound Area Compensation*†	43rd	\$1,790*†	
Industry	Northwest Financial Industry	46th	\$990 - \$1,790	
	Northwest Healthcare Compensation	32nd	\$1,390 - \$2,390	
	Northwest Healthcare Executive Compensation§	20th	\$1,190	
	Oregon Public Employers	21st	\$790 - \$1,590	
	Washington Public Employers	19th	\$790 - \$1,590	
	Northwest Utilities Salary & Wage	33rd	\$1,390	

\* Summary Report available for \$595, if company size < 150 FTE (\$395 if survey participant)  
 † Additional discount available if also participating in Northwest Healthcare Compensation Survey

**Order online at [salariesurveys.milliman.com](https://salariesurveys.milliman.com) — or — Complete & submit this form via email or mail**

Mail to: Attn: Milliman, 1301 Fifth Ave #3800, Seattle, WA 98101 or email: [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

**Contact Information for 2024 Survey Results Order — All fields required**

Name: \_\_\_\_\_ Title: \_\_\_\_\_  
 Company: \_\_\_\_\_ Company Size (# of FTE): \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Email: \_\_\_\_\_ Street \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_  
 Phone: \_\_\_\_\_

**Billing Information — Complete if different from above**

Invoice to: \_\_\_\_\_  
 Name email address

# 2025 Participant Order Form

**Sign-up, submit your data, get discounted results.**

Order online at [salariesurveys.milliman.com](https://salariesurveys.milliman.com)

Place your order as a survey participant and save up to 50% and save \$75 if you sign-up before data collection begins (varies, consult schedule).

Current as of September 2024 pricing subject to change

	Survey	Edition	Early Sign-up Price	Participant Price	Order
General	Northwest Executive Compensation	40th	\$695	\$770	
	Northwest Management & Professional*†	42nd	\$1,095*†	\$1,170*†	
	Northwest Engineering / Scientific/ Project Management	10th	FTE:<25   25-200   200+ \$395   \$695   \$995	FTE:<25   25-200   200+ \$470†\$770†\$1,070	
	Northwest Technology Compensation	34th	FTE:<11   11-24   25-200   200+ \$295   \$395   \$695   \$995	FTE:<11   11-24   25-200   200+ \$370†\$470†\$770†\$1,070	
	Northwest Benefits	19th	\$1,095	\$1,170	
Regional	Alaska Compensation*	35th	\$895*	\$970*	
	Inland Northwest Compensation	39th	\$795	\$870	
	Portland Area Compensation (PACS)*	43rd	\$895*	\$970*	
	Puget Sound Area Compensation*†	44th	\$895*†	\$970*†	
Industry	Northwest Financial Industry	47th	FTE:<50   50-100   100+ \$495   \$695   \$895	FTE:<50   50-100   100+ \$570†\$770†\$970	
	Northwest Healthcare Compensation	33rd	FTE: <150   150+ \$695   \$1,195	FTE: <150   150+ \$770†\$1,270	
	Northwest Healthcare Executive Compensation§	21st	\$595 or \$495§	\$670-or-\$570§	
	Oregon Public Employers	23rd	FTE:<150   150-250   250+ \$395   \$595   \$795	FTE:<150   150-250   250+ \$470†\$670†\$870	
	Washington Public Employers	20th	FTE:<150   150-250   250+ \$395   \$595   \$795	FTE:<150   150-250   250+ \$470†\$670†\$870	
	Northwest Utilities Salary & Wage	34th	\$695	\$770	

\* Trend update included in price

† Summary Report available for \$395 if also a survey participant and <150 FTE

§ Participant discount price (only if also participating in NW Healthcare Compensation Survey)

**Order online at [salariesurveys.milliman.com](https://salariesurveys.milliman.com) — or — Complete & submit this form via email or mail**

Mail to: Attn: Milliman, 1301 Fifth Ave #3800, Seattle, WA 98101 or email: [salary.surveys@milliman.com](mailto:salary.surveys@milliman.com)

**Contact Information for 2025 Participant Order — All fields required**

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Company: \_\_\_\_\_ Company Size (# of FTE): \_\_\_\_\_

Address: \_\_\_\_\_

Email: \_\_\_\_\_ Street \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone: \_\_\_\_\_

**Billing Information — Complete if different from above**

Invoice to: \_\_\_\_\_  
Name email address

**Results/Shipping info — If different from above**

Results to: \_\_\_\_\_  
Name email address